

## DISABILITY AWARENESS TRAINING RESOURCES

The resources described in this annotated list of training videos and CD's are maintained in the Office of the Governor's Commission for Service and Volunteerism. Contact Aaron Fanwick at (602) 542-3495 or [afanwick@az.gov](mailto:afanwick@az.gov)

**I'm Tyler:** Tyler is an involved, accomplished high school student. The objects in the background tell you that as Tyler talks to you. His Karate shirt and yellow belt, his band uniform, his Eagle Scout merit badges. But the Tyler you see is just a stand in. When Tyler comes on you "see" that he is disabled, wheelchair and all. Tyler states he has multiple disabilities including non-verbal language disorder and cerebral palsy. That Tyler is able to live a normal life, he attributes to his support group of friends and teachers and parents and, of course himself.

**Changing Perspectives:** This a computer assisted instruction cd-rom. The training addresses 6 components:

Disability	Myths and Misconceptions
Hiring a Person with a Disability	Employee Support
Resources	Employabilities

Some points it makes: "You are interviewing a person with skills and abilities," "Make sure you have an indepth knowledge of the essential job functions," "Job analysis describes the job not the person who fills it."

**Beyond F.A.T. City: a PBS video:** A reprisal of the F.A.T. City training video for Special Education teachers. F.A.T. stands for Frustration, Anxiety, and Tension, the feelings students with learning disabilities feel everyday. The author of F.A.T. City does

an introductory lecture and then continues in a discussion group format to convey the concepts of supporting people with learning disabilities. The key concept of which is “It has to do with human relations.” Other points include: “Fairness means everyone gets what they need,” “There is nothing so unequal as equal treatment of unequals,” “Kids with learning disabilities don’t understand social contracts.”

**A Little History Worth Knowing:** The video is a short excursion of disability history or the history of treatment of people with disabilities. The history takes us from “the time of intolerance,” through the development of hospital schools and institutions, through social Darwinism and eugenics. Then on through the return of wounded veterans and the development of vocational rehabilitation, independent living, assistive technology and civil rights from which sprang the Section 504, IDEA and the ADA.

**The Potato Video:** a sharp little 4 minutes which conveys the circumstance of disability by contrasting the perceptions we have of people with disabilities and other people in similar ordinary circumstances. Example: normal person has confrontation on job supervisor advises cooling down time, person with disability has meeting with interdisciplinary team.

**The 10 Commandments of Communicating with People with Disabilities:** A nicely done training video which presents 10 key do’s and don’t’s in communicating with people with disabilities with scenarios that demonstrate them. Example- When speaking with a person with hearing impairment, speak to the person, clearly and slowly, not to the interpreter.

**Supervising an Employee with a Disability:** This is a set of 2 videos. The first video deals with “situations in the workplace.” The video introduces a number of situations that may be problematic for a number of reasons from supervisor prejudice to

social awkwardness, e.g., the supervisor who feels production will drop if he has to accept an employee with a disability; a person with a disability who wants to hug everyone as a greeting. This video relies on an accompanying trainer guide to discuss the situations. The second video deals with various training scenarios in the workplace noting there is no one way to supervise a person with a disability just as in supervising anyone else. Narrator suggests talking to person directly, determining needs of employee and for the work team and , in some cases, using agency job specialists such as job coaches